

Arizona Attorney General

Terry Goddard

Educating • Protecting • Empowering

Arizona Consumers



Employment Discrimination

“Arizona law makes it an unlawful employment practice to discriminate because of race, color, religion, sex, age (40 years old or older), national origin or disability.”



Contact the Arizona Attorney General's Office

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Employment Discrimination

Arizona law makes it an unlawful employment practice to discriminate because of race, color, religion, sex, age (40 years old or older), national origin or disability.

Examples of discrimination may include, but are not limited to:

- *Failing or refusing to hire or discharging individuals for discriminatory reasons*
- *Providing different pay, benefits or other terms and conditions of employment*
- *Segregating jobs or work sites*
- *Sexual harassment*
- *Engaging in or tolerating harassment because of race, color, national origin, religion, age or disability*
- *Pregnancy discrimination*
- *Failing to provide reasonable accommodation for disabled persons*
- *Treating people differently because they have complained about discrimination*
- *Treating people less favorably because of the results of genetic testing*

*Charges alleging discrimination because of race, color, religion, sex, age, national origin or disability may be filed against any employer that has 15 or more employees.

*Charges alleging sexual harassment may be filed against any employer, regardless of size.

*Generally, charges must be filed within 180 days of the most recent act of discrimination (300 days under federal law), although time limits may be extended under some circumstances.

[You may also file a charge directly with the United States Equal Employment Opportunity Commission (EEOC). The EEOC's Phoenix District Office is located at 3300 N. Central Avenue, Suite 690, Phoenix, Arizona 85012.]

There is no cost to file a charge. Persons who believe they have been discriminated against by an employer, labor organization or employment agency should file a charge with the Civil Rights Division of the Arizona Attorney General's Office